

Growing Together With The Hut



Annual Report 2022





Contents

	Page
1. About Us	3 - 6
2. Our Work	7 - 16
3. Our Supporters	17 - 19
4. Facts and Figures	20 - 24

1 About Us



The Hut Limited is incorporated as a Company Limited by Guarantee on 4 March 2020. The Hut is registered as a charity under Charities Act (Chapter 37) since 1 June 2020. The Hut is also accorded with the Institution of a Public Character status from 13 July 2020 to 12 July 2023. The Hut has a constitution as its governing instrument.

The Hut aims to provide:

- a) Developmental, preventive and remedial services for children and youth from vulnerable backgrounds.
- b) Guidance and assistance to children and youth in the areas of education and life skills development.
- c) Opportunities for children and youth from varying backgrounds to build positive relationships with one another.

UEN: 202007365W

Address: 35 Marine Crescent #01-63/65, S (440035)

Auditor: Tan Chan, and Partners

Bankers : DBS Bank

Overview of Charity

Our Vision

**Our Community for Children and Youth to pursue their Dreams
with a Heart to Serve.**

Our Mission

Honoring Dreams Unleashing Potential Transforming Lives

Our Values

Respect. Integrity. Collaboration. Excellence. Empathy

Our Domains



Extraordinary
Ethan

Positive
Identity

Loving
Lisa

Positive Values

Brainy
Barbarella

Education

Hardy
Hassan

Life & Social
Skills

Supportive
Sanjay

Support
Network

The Hut aims to develop the children and youth in the above domains: Positive Identity, Positive Values, Education, Life & Social Skills as well as Support Network. This is represented through our 5 Kakis above. Every term, we give out awards to our children according to the different traits of the kakis that they demonstrate and embody.

Our Logo



The Hut aims to be a safe and welcoming shelter for our children and youth, where they can find support and a sense of belonging.

The base as a book symbolises our commitment to build strong educational foundations. The roof as a block pays homage to our children and youth's interests in building and playing, while reinforcing the stability that can be found within The Hut.

Contact us via:



thehutlimited.com



hello@thehutlimited.com



facebook.com/thehut.sg



instagram.com/thehut.sg

Message from Our Chairperson

"We built The Hut in 2020. In 2021, we shared new beginnings with our children and families as we transited to The Hut as an independent charity. We continued to grow, persevere, and reach out to our children through remote yet creative means during the pandemic period. With the resumption of physical meetings and normalcy in 2022, The Hut welcomed all our children and youth back for full-fledged activities. As you turn the pages in this report, you will see the encouraging sights of our children and families participating with such zeal and enthusiasm throughout the year. While we grow as a young charity, our children grew up with us too. The theme "Growing Together with The Hut" captures our commitment to journey with each child, from a pre-schooler all the way to a teenager and beyond. As The Hut expands and grows, we will keep striving do better with our core values as our guiding posts – Respect, Integrity, Collaboration, Excellence and Empathy.

I would like to highlight the key stakeholders who are instrumental in building a tight-knit community at The Hut. First, I would like to express my deep appreciation to our parents who believe in the work we do and are committed to working with us to unleash the potential of every child. We were so encouraged to see such a huge turnout for our annual Family Day held in December. As the team is still small and lean, our volunteers have been invaluable in providing individualised and specialised support to our children and youth. We are so grateful for each one of our volunteers who dedicate their time and energy to nurture these young lives. Finally, I would like to express my heartfelt appreciation to our patrons and donors who generously provide the bread and butter so that we can focus on doing the real work for our children. Thank you for laying strong foundations for our Hut!

As a young charity, we have received tremendous support to build foundations for our children. Our hearts are so full. Together, we form the wrap-around support system for every child as they navigate through the peaks and valleys in their lives. Indeed, The Hut is a community for children and youth to pursue their dreams, with a heart to serve! As we grow and look forward to our tomorrows, may each of our hearts glow with joy and pride as we impact lives and allow ourselves to be impacted too. "

Ms Nancy Quah
Chairperson of
The Hut



Board Members & Committees

The Board's role is to provide strategic direction and oversight of The Hut' programmes and objectives, and to steer the charity towards fulfilling its vision and mission through good governance.

The Directors guide and support the Executive Director, monitors the progress of The Hut periodically, and approve the annual budget. To ensure succession planning and steady renewal of The Hut, the Board has a term limit of 3 consecutive years for each person in the role.

All Board Directors (with the exception of the latest addition) were appointed on 4 March 2020. The board meetings were held on 17 April 2022, 11 May 2022, 24 September 2022 and 30 December 2022.

Ms. Quah Suat Lay Nancy, Chairperson
Mr. Noriman Ali Salam, Secretary
Ms. Glara Yi Young Eun, Treasurer
Mr. Wong Wei Jie, Derrick, Director
Mr. Anand Nalachandran, Director (appointed since 15 December 2022)

Committees

Audit

Mr. Noriman Ali Salam (Chairperson)
Mr. Anand Nalachandran

Finance, Investment & Fundraising

Ms. Glara Yi Young Eun (Chairperson)
Ms. Quah Suat Lay Nancy

Human Resource & Nomination

Ms. Quah Suat Lay Nancy (Chairperson)
Mr. Noriman Ali Salam
Mr. Wong Wei Jie, Derrick

Programmes & Services

Mr. Wong Wei Jie, Derrick (Chairperson)
Ms. Neo Liwen

Executive Management Team

Ms. Neo Liwen, Executive Director (Appointed since 7 February 2022)
Ms. Nyan Fei Ting, Programme Manager
Ms. Nadia Nadira, Social Worker
Mr. Daniel Alayon, Programme Executive (Left October 2022)
Ms. Marjorie Lee, Programme Executive (Joined February 2023)
Ms. Sarah Cheong, Administrative Executive

**As reflected in Audited Financial Statement, none of the top three highest paid staff received more than \$100,000 in annual remuneration and no board member received remuneration for their board services. There is no paid staff, being a close member of the family belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.*

2

Our Work

Key Achievements in 2022



191 Hut members
126 children from 63
lower resourced families



31 collaborations with
community partners



81 volunteers



All 7 EduGrow P6
children passed PSLE



2 mentors followed their
mentee for 7 years from K2-P6



4 EduGrow P6 children
journeyed with EduGrow
for all 7 years



8 of the 20 K1-P1 children
improved significantly by 40-
70% in one or both subjects



Overview of Services at The Hut

THE HUT
Honoring Dreams, Unleashing Potential, Transforming Lives

Our Services

Children

- EduGrow for Brighter Tomorrows
- Educational Support
- Mentoring
- Drop-in
- Enrichment Activities

Youth

- Hut Youth Academy
- Transitional Groupwork
- Engagement Activities
- Drop-in

Family

- Incredible Parents
- Family Day
- Festive Distributions

Specialised Intervention

- Case Management



Children Services



EduGrow for Brighter Tomorrows (EduGrow) aims to support K1-P6 children residing in Marine Parade to be on a path of social mobility through building strong educational foundations and supportive relationships.

Started in 2016, EduGrow now consists of group academic coaching, mentoring and parents' engagement. The Hut works with Life Community Services Society to match EduGrow children with trained volunteer mentors who reinforce positive learning and serve as cheerleaders and encouragers to the children.

In 2022, there were a total of 62 children from 41 families in EduGrow.



P2-P6 Group Academic Coaching

Working with Starfish Academy, the P2-P6 EduGrow children attend weekly English and Mathematics Group Academic Coaching.

Before each lesson, The Hut team conducts 15 minutes of tune-in that consists of check-In questions and/or mindfulness practices. This gives the children a platform to be heard as well as prepare them for class.

All 7 EduGrow P6 children passed their PSLE. In total, there were 42 children and the attendance rate for English and Mathematics were 76% and 79% respectively.

K1-P1 Literacy & Numeracy

Putting together the Early Learning Programme by Learning Vessels and kidsREAD by National Library Board, the K1-P1 EduGrow children attend weekly 2 hour sessions on Saturdays supported by trained volunteers from OCBC Consumer Financial Services.

We had an attendance rate of 77%. Out of the 20 children, 8 children improved significantly by 40-70% in one or both subjects.

Mentoring

EduGrow children are paired to mentors, and they meet once a week to explore their interests and build social-emotional skills. As of 2022, we have 34 mentor-mentee pairs.

From cross stitching, playing chess to going for walks, mentoring sessions come in many forms to cater to the individual interests of the children, encouraging them to carve their own unique pathways.

Parents Engagement

We conduct regular check-ins with parents to better support the learning and development of the children.

With the objective of preparing parents to support their P6 children for PSLE, The Hut conducted a talk for parents where 6 of 7 EduGrow P6 parents attended. Overall, parents rated the usefulness of the talk 4.6 out of 5, with 1 parent expressing heartfelt appreciation for the support given.



A special shout-out to OCBC CFS for organising a Christmas carnival to fundraise for our EduGrow P2-P6 Group Academic Coaching classes!

Children Services

Enrichment Activities

The Hut focuses on developing our children holistically by providing a variety of activities and workshops throughout the year. Whether is it ukulele, photography, aqua fun, science experiments or museum visits, there is something for everyone.



In all our activities, we carry out debriefs with the children to process take-aways and reinforce socio-emotional learnings.

Shoutout to all our programme partners for collaborating with us so that we could achieve an enriching year of captivating activities for The Hut's children!



2023

activities conducted

Drop-in

Our drop-in programme aims to provide a safe space for children and youth aged 8-17 years old, where they can find a sense of belonging at our Hut community and be meaningfully engaged.

In 2022, 927 entries were recorded for Drop-in with the highest usage during the June holidays. Our Drop-in space also facilitated a total of 16 activities to ensure members are continually engaged in the space. These activities include movie screenings, monthly birthday celebrations, making quesadillas, playing soccer with staff, art and craft activities, etc.



The Hut celebrated our first Kaki Award Ceremony where 11 members were nominated for their consistent efforts and outstanding demonstration of any of the 5 Kakis (domains).

Youth Services

Hut Youth Academy

The Hut has served 22 youth beneficiaries directly through 8 youth engagements in 2022. Youth engagement is targeted at secondary school students to ensure that young people remain engaged through fun-filled interest-based activities. These engagements include iftar dinner, celebration of Youth Day, Escape Room adventure, etc. Through the activities, the youths were able to connect with one another and find peer support within The Hut's youth community.



Forest Adventure



NSS celebration



Grffiti Art

The Hut also celebrated the end of PSLE in December 2022 for 15 children through a graduation ceremony and welcomed the new budding youths via a fun-filled time at Universal Studios Singapore. Our new youths were able to meet existing youth members and gleaned new insights into life in Secondary School.

Family Services

Hut Family Day 2022



With COVID-19 restrictions relaxed, the annual Family Day returned in full-swing as we brought **95** Hut members and their families for a fun-filled day at Changi Civil Service Club for bowling. Families bowled and enjoyed a hearty lunch buffet together - it was a nostalgic sight to see old and new families coming together, connecting to one another post-pandemic.



The Hut also presented awards and prizes to children and families at the event. Families were awarded for demonstrating unwavering support and commitment for their children's participation and education. Special thanks to our generous Roxy Foundation partner for sponsoring prizes and staycations for our Golden Family award winners!

Festive Distributions

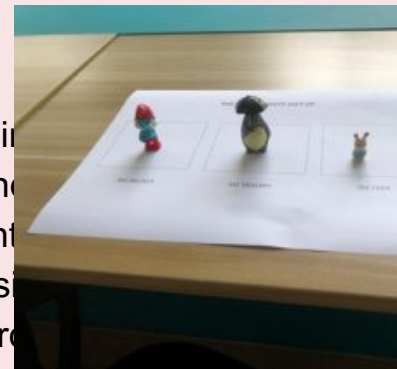
The Hut makes an effort to reach out to families through festive distributions. We do this three times a year, during Chinese New Year, Hari Raya and Deepavali. During these festivals, the whole team goes door-to-door to deliver festive goodies like pineapple tarts, cookies, rendang chicken and muruku. A big thank-you to our donors who have contributed specially to the respective festivals!



Specialised Interventions

The Hut provides case management services for selected Hut members with various struggles. In 2022, 17 beneficiaries have benefitted from case management.

Jane* was one such member receiving case management support in 2022. Jane had to be re-homed due to her parents' incarceration and needed support in overcoming her challenges in her new environment. With case management support from The Hut, Jane was able to transition and adapt positively into her new home and was able to move forward with her life. Jane even received the Singapore Olympic Scholarship to help her pursue her love for sports. Jane is now preparing for her upcoming N-levels and hopes to become a policewoman so that she can serve others in this manner.



Other Highlights of 2022

Volunteer Appreciation Day

We hosted our very first Volunteer Appreciation Day on 26 November 2022, with the theme of "Avatar"!

Our children showcased their volunteering spirit by taking up the roles of emcees and station masters. This was their way of giving back and expressing their gratitude for the time and effort invested by the volunteers. Our P5 children also prepared a special performance of the song, "Flashlight" to thank volunteers for lighting the way in their lives.

It was really a day where we saw two generations of volunteers coming together. We are immensely grateful to each and every volunteer for their time and love to impact the lives of our children.

**THANK YOU
VOLUNTEERS!**



Launch of Peter Lim Sports Ignite Grant

On 7 October 2022, we launched the Peter Lim Sports Ignite Grant whereby Minister for Manpower, Second Minister for Trade and Industry and Patron of The Hut, Dr Tan See Leng was the Guest-of-Honour and Minister for Culture, Community and Youth & Second Minister for Law Mr Edwin Tong was the special guest. The \$680,000 pledge will go towards sports development of our children and youth over a period of 5 years.



During the launch event, our children and families also had the privilege of taking photos and playing football with Manchester United legends Nicky Butt, Ryan Giggs and Gary Neville.



We start this grant with deep appreciation to our donor, Mr Peter Lim, for his generous donation to The Hut. Thank you for supporting our children and youth in their sporting journeys.

Other Highlights of 2022

The Hut's Fundraising Event 2022

A private fundraising event was held on 15 October 2022 to raise funds for The Hut's mentoring programme. It was a cosy dinner set-up with our patrons and a group of donors who share the belief that mentors serve as critical adult support figures in the lives of our children. Mentors are instrumental in building socio-emotional competencies and journeying alongside our children as they work towards a brighter future. Thanks to one of the donors who sponsored the dinner, we were able to keep fundraising expenses low. As a young charity, we are truly fortunate to have donors who generously commit their support to our cause.



With our
dedicated mentors



Featuring our
mentor-mentee pairs



The Year Ahead

New initiatives & new programmes

1. Enhanced Academic Support

EduGrow Intensive Tuition Support

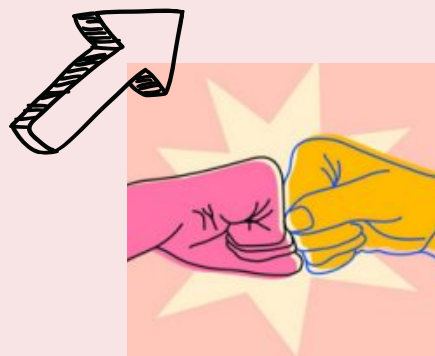
It was observed that some children may not be catching up in group classes due to learning gaps. Hence, we are introducing 1:2 academic support for selected children so that they can bridge the gaps before joining group classes again.

**NEED HELP WITH
YOUR STUDY?**



2. Transitional Youth Support

In addition to regular youth activities, The Hut aims to support our PSLE graduating children with specialized groupwork sessions to transit them successfully to secondary school. Transitional Groupwork sessions would be held for our youths during the June holidays, and it will cover pertinent adolescent issues.



3. Reaching out to potential beneficiaries

O U T R E A C H

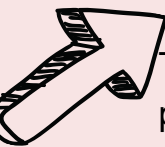


The Hut would like to reach out to potential beneficiaries who are not known to us yet. The Hut will work closely with ComLink and local communities to ensure that no child who needs support in the locality gets left behind.

The Year Ahead

New initiatives & new programmes

4. Strengthening parent-child relationships



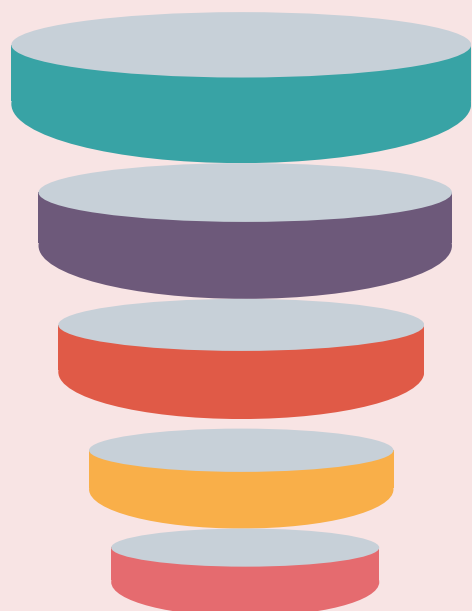
The Hut hopes to engage our parents more regularly so that we can strengthen parental support and strengthen parent-child relationships which are instrumental in every child's development. The Hut plans to engage parents in four parent-engagement sessions in a year. There will be concurrent children's activities so that parents can feel at ease while they participate and recharge.



5. Online Data System



The online data system aims to be up and ready by second half of 2023. This will help the organisation to more effectively and efficiently manage data for beneficiaries, programmes, volunteers and case-management.



6. Fundraising & Investment



The Hut has placed a fixed deposit with the bank for 6 months as part of fundraising plans for this year. The Hut will also hold an online fundraising campaign so that we can work towards receiving additional funding from Toteboard's Enhanced Fundraising Grant donations going to The Hut in 2023.



3

Our Supporters

With Heartfelt Thanks

Our Donors

\$200,000 and Above

Mr. Tony Tan

Mr. Kwek Leng Peck

Lum Chang Building Contractors Pte Ltd

\$100,000 - \$199,999 (\$200,000)

Mr. Peter Lim

Dr. Henry Tay

Mr. Sim Mong Teck

Mr. Cheng Theng Kee

The Majority Trust

Simon Cheong Fund

OCBC Consumer Financial Services

\$50,000 - \$99,999 (\$100,000)

Mr. Dilhan Pillay

Mr. Jonathan Xiong

Korea Development Bank

\$10,000 - \$40,999 (\$50,000)

Mr. Neil Yong

Mr. Tan Kwang Hwee

Woh Hup (Private Limited)

Lim Wen Heng Construction Pte Ltd

\$5,000 - \$9,999 (\$10,000)

Mr. Edwin Low

Hoe Kee Hardware Pte Ltd

And to many individuals who have contributed anonymously in one way or another, in big or small ways. Thank You for investing in the young lives at The Hut!

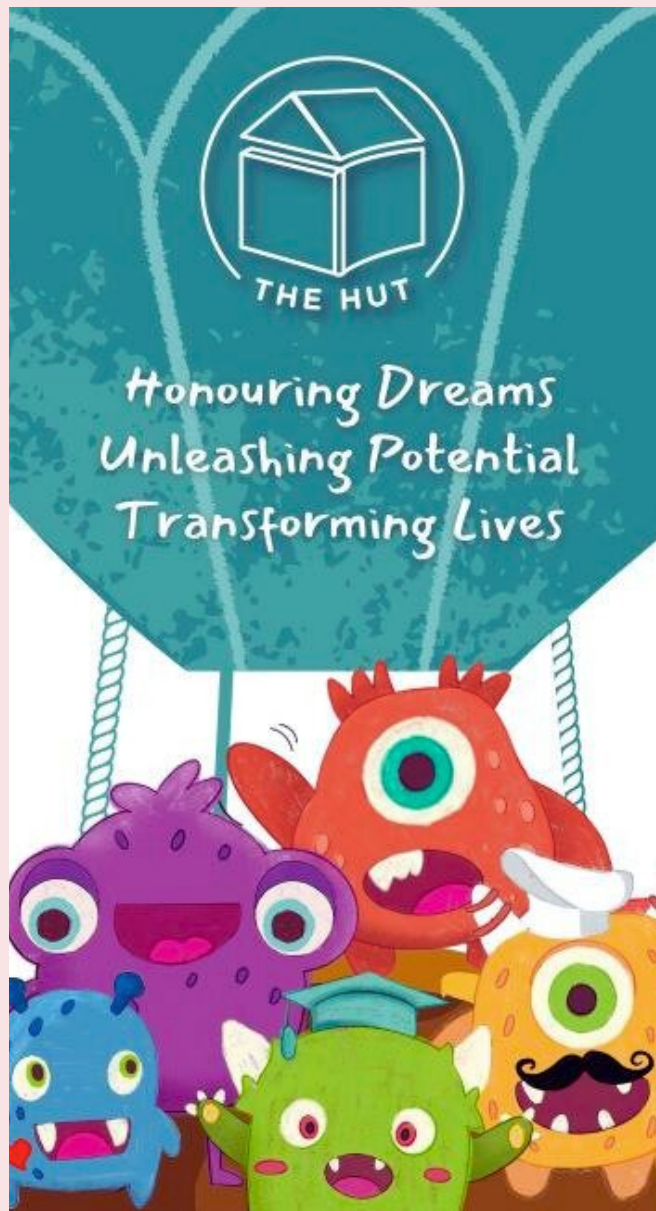
With Heartfelt Thanks

Our Patrons

- ESM Goh Chok Tong
- Dr. Tan See Leng
 - Mr. Tony Tan
 - Mr Kelvin Lum

Our Members

- Dr. Tan See Leng
- Dr Chua Ee Chek
 - Mr Tony Tan
- Ms. Nancy Quah



Our Partners

In 2022, The Hut worked with 31 partners on various collaborations. We greatly appreciate the partnerships forged to create many meaningful and enriching experiences for our children and youth.

Community Partners

- Aureus Academy
- Beyond Sports Academy
- Budding Minds
- Catholic High School Venture Scouts
- Comlink (Bedok-Geylang Serai)
- Doughworkz
- Grand Mercure Singapore Roxy
- Hopefull
- Learning Vessels (Early Learning Programme)
- Life Community Services Society (Key Partner for EduGrow for Brighter Tomorrows)
- Marine Crescent Ville RC
- Marine Terrace Walk RC
- Marine Parade Community Club
- Marine Parade Family Service Centre
- Marine Parade Merchants Association
- Marine Parade Neighbourhood Police Centre (MPNPC)
- Marine Parade Youth Network
- My First Skool (Blk 18)
- Ngee Ann Primary School
- National Volunteer and Philanthropy Centre (NVPC)
- National Library Board (kidsREAD)
- OCBC Consumer Financial Services
- PCF Sparkletots Preschool (Blk 46)
- Preschool Market
- South East CDC
- SportCares
- Social Service Office @ Bedok
- Starfish Academy
- TeamSG
- Victoria Junior College Photography Society
- WeCare@MarineParade

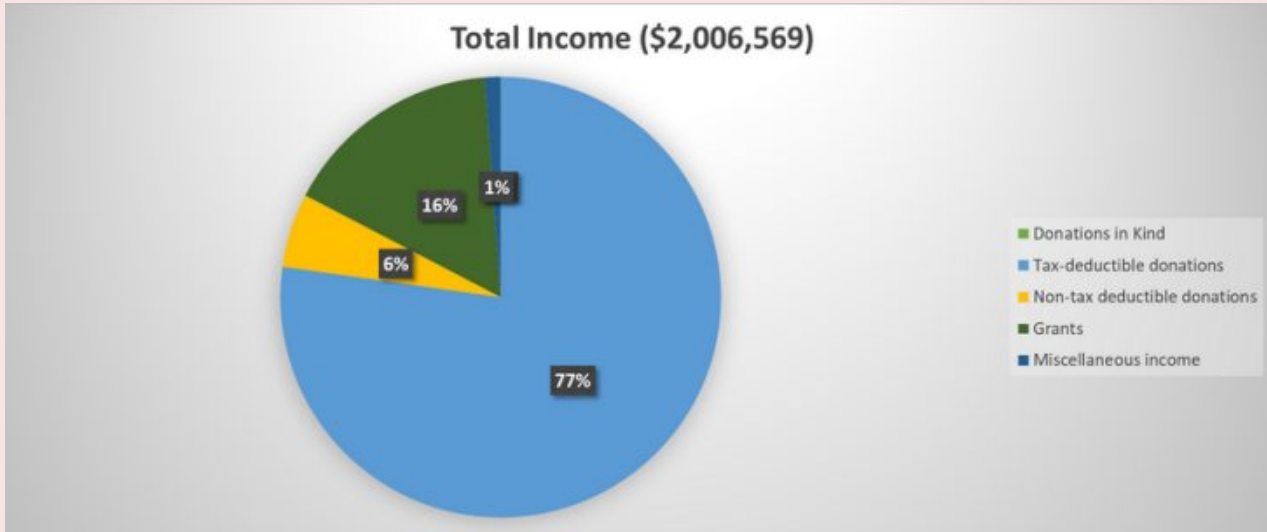
**Special thanks to our volunteer, Ms Arathy Sivakumaran, for contributing her beautiful designs to our annual report.*

4

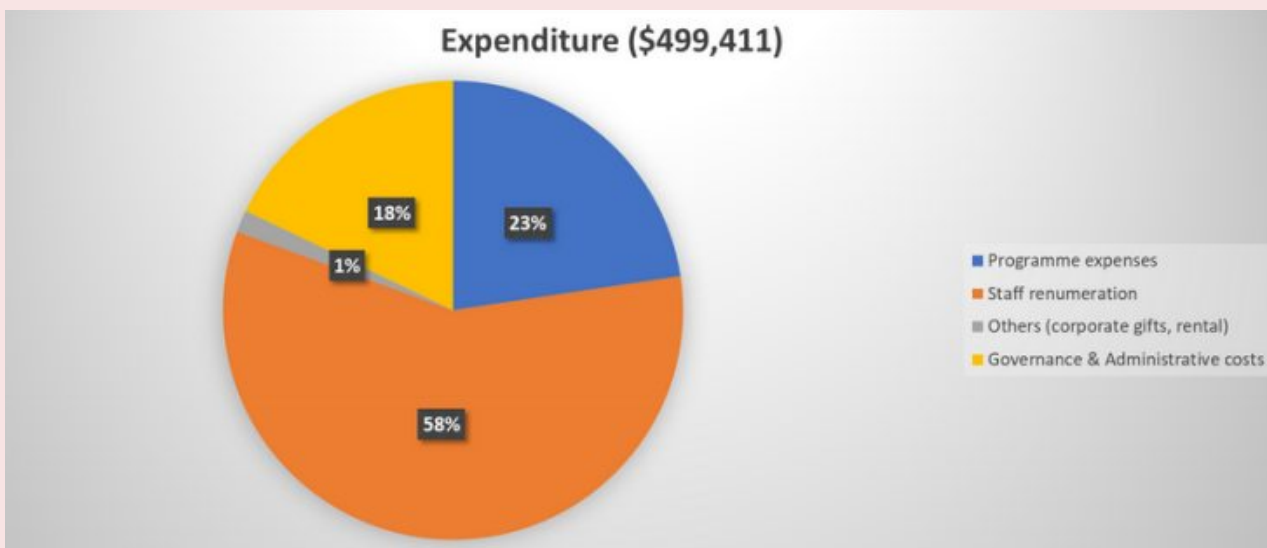
Facts and Figures

Summary of Financial Performance

Total Income



Total Expenditure





Governance



Reserves policy

The Board takes a conservative approach on the investments of The Hut, including low-risk strategies that generate returns while preserving reserves and capital. The Board, along with the Finance and Investment Sub-committee, determines the investment limit and approves investments in financial instruments such as fixed deposits, unit trusts, bonds, and equities according to the terms and parameters laid out in The Hut's Investment Policy.

Reserves and Restricted Fund Policies

The Hut has reserves for sustainability purposes of its operations. The reserves policy aims to maintain its reserves at a level which is not less than 3 years of its annual operating expenditure to meet its operational needs. The Finance & Investment Committee Board regularly reviews the amount of reserves that are required to ensure that they are adequate to fulfil The Hut's continuing obligations.

The Hut's Reserves Ratio for FY2022 is 6:1.

Restricted Funds Policy

The Hut uses restricted funds according to the respective donors or funders' intent for our programmes. Should an excess from the funding resulted, The Hut would initiate to communicate with the respective donors or funders on planned usage of the unutilized balance in future periods.



Conflict of Interest policy

All employees and board directors are required to sign an annual declaration regarding any potential Conflict of Interest that may cause conflict to their functions or employment with The Hut Limited.

The Board and management will :

- Serve The Hut wholly and not any particular interest group or constituency.
- Avoid potential conflict of interest and disclose potential conflict of interests (if any) to the Chairperson for the Board members and Executive Director for the employees.
- Abstain from discussion and voting on matters where there can be potential conflict of interest and let the remaining of the Board and/employees to make the final decision.
- Do not accept (or offer) personal favors or gifts from (or to) any interest group or constituency, or The Hut staff, in performing their Board Member duties.

No staff of The Hut Limited sits on the Board so as to avoid conflict of interests and doubts on the independence of Board decisions.

Board Details and Attendance

Name	Current Charity Board Appointment	Occupation	Past Charity Board Appointments	Attendance in 2022
Nancy Quah	Chairperson 4 March 2020	Business Owner Hoe Kee Hardware Pte Ltd	Chairperson 4 March 2020	4 Times
Noriman Ali Salam	Secretary 4 March 2020	General Manager People's Association	Secretary 4 March 2020	4 Times
Glara Yi Young Eun	Treasurer 4 March 2020	Finance Director S&P Global Ratings Singapore	Treasurer 4 March 2020	3 Times
Wong Wei Jie Derrick	Director 4 March 2020	Executive Director Marine Parade Community Space Limited	Director 4 March 2020	Took a leave of 6 months from May to Dec 2022.
Anand Nalachandran	Director 15 December 2022	Deputy Chief Public Defender Public Defender's Office, Ministry of Law	Director 15 December 2022	2 Times

Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
	Board Governance			
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	Are there governing board members holding staff1 appointments? (skip items 2 and 3 if "No")		No	
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	NA	
3	There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.	1.1.5	NA	
4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
5	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied	
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if "No")		No	
7	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13	NA	
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
	Conflict of Interest			
9	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
10	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
	Strategic Planning			
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
	Human Resource and Volunteer2 Management			
12	The Board approves documented human resource policies for staff.	5.1	Complied	
13	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
	Are there volunteers serving in the charity? (skip item 15 if "No")		Yes	
15	There are volunteer management policies in place for volunteers.	5.7	Complied	
	Financial Management and Internal Controls			
16	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied	
17	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
19	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	

20	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if "No")		Yes	
21	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	
	Fundraising Practices			
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")		No	
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	NA	
	Did the charity receive donations in kind during the financial year? (skip item 23 if "No")		Yes	
23	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied	
	Disclosure and Transparency			
24	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied	
	Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if "No")		No	
25	No governing board member is involved in setting his own remuneration.	2.2	NA	
26	The charity discloses the exact remuneration and benefits received by each governing board member in its annual report. OR The charity discloses that no governing board member is remunerated.	8.3	NA	
	Does the charity employ paid staff? (skip items 27, 28 and 29 if "No")		Yes	
27	No staff is involved in setting his own remuneration.	2.2	Complied	
28	The charity discloses in its annual report – (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied	
29	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family ³ belonging to the Executive Head ⁴ or a governing board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that there is no paid staff, being a close member of the family belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied	
	Public Image			
30	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	



THE HUT

